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**CENTRE *for*  
LEADERSHIP  
PERFORMANCE**

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# How to talk to tiny people

*Welcome*

*Intros*

*Aims*





# What we will cover

- Some background to Bright Stars (and other programmes if needed)
- Safeguarding considerations
- Engaging with tiny people
- Session planning and delivery ideas



# Who are we?



- ⊕ Not-for-profit SME, working collaboratively with employers and educators to create an inclusive ladder of lifelong leadership learning opportunities
- ⊕ Connect businesses, educators and young people at multiple levels to learn, share best practice and build support networks from primary to board room & beyond
- ⊕ We work to increase local leadership aspirations and capability by providing high quality leadership development opportunities from within Cumbria
- ⊕ We reinvest our surplus revenues in new projects that develop leadership capability, particularly in young people



# Bright Stars Programme



*Encouraging leadership and entrepreneurship from a young age and developing relationships between Cumbrian businesses and their local primary schools*

- ④ FREE to all primary schools across Cumbria
- ④ Twelve-week programme that links local business mentors with primary schools
- ④ Now in its 10<sup>th</sup> year
- ④ 53 schools and over 1300 pupils benefited last year

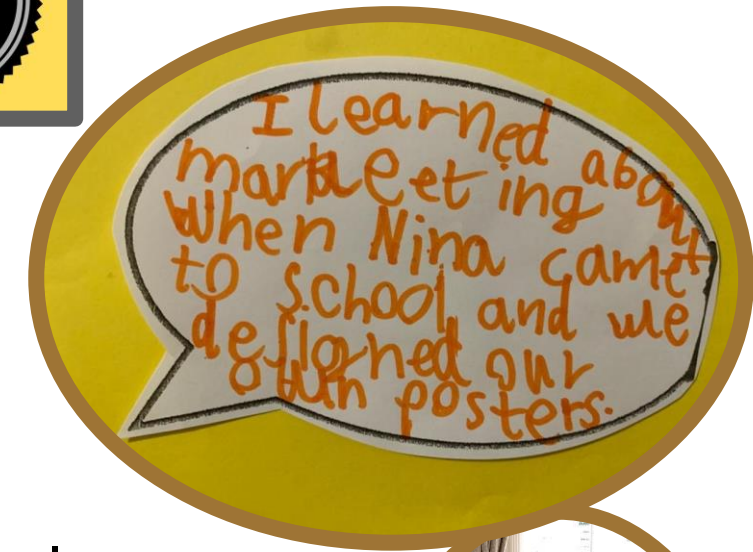
***To make a profit and make a difference – to follow the very best examples of self-sustaining social enterprise***



# Bright Stars - Main Aims



- ⊗ Introduce leadership and social entrepreneurship
- ⊗ Raise the aspiration, confidence and self-belief of young people
- ⊗ Encourage and nurture creative thinking
- ⊗ Develop skills in teamwork and leadership from an early age
- ⊗ Create careers awareness from a young age
- ⊗ Empower children to influence change in their local communities
- ⊗ Help schools and businesses forge ongoing relationships



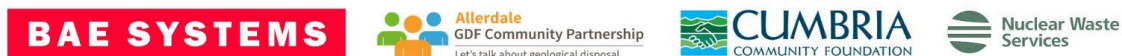




A Collaboration between Cumbrian Businesses, Educators and Primary Pupils



**Sponsors**



Your Role: Plan, Design and Deliver sessions with primary children which help them achieve the programme aims and **HAVE FUN!**



# Safeguarding

Safeguarding is the action that is taken to promote the welfare of children and protect them from harm.

Safeguarding means: protecting children from abuse and maltreatment, preventing harm to children's health or development, ensuring children grow up with the provision of safe and effective care.

*Definition from NSPCC*





# Safeguarding dos and don'ts



## Do

- Treat young people fairly, without prejudice or discrimination
- Remember they are individuals
- Respect difference and encourage them to do the same
- Encourage them to speak up
- Listen to them and take them seriously, respect their privacy
- More than one adult present

## Don't

- Show favouritism
- Be overfriendly or inappropriate
- Patronise or belittle
- Make unrealistic promises
- Ignore bad behaviour or your concerns
- Share personal contact details or suggest to meet unaccompanied



Source: NSPCC Behavioural Code



# Safeguarding – your responsibilities

You should never be left alone with the pupils without the teacher being in the room.

1. Be a role model - model good behaviour and challenge unacceptable behaviour
2. Prioritise the welfare and development of young people
  - Provide a safe environment
  - Consider their needs when planning and delivering work
  - Report any concerns

***Further information:***

- Safeguarding policy from the school
- [www.nspcc.org.uk](http://www.nspcc.org.uk)
- [www.gov.uk](http://www.gov.uk)



# Working with Young People





# Your lesson plan

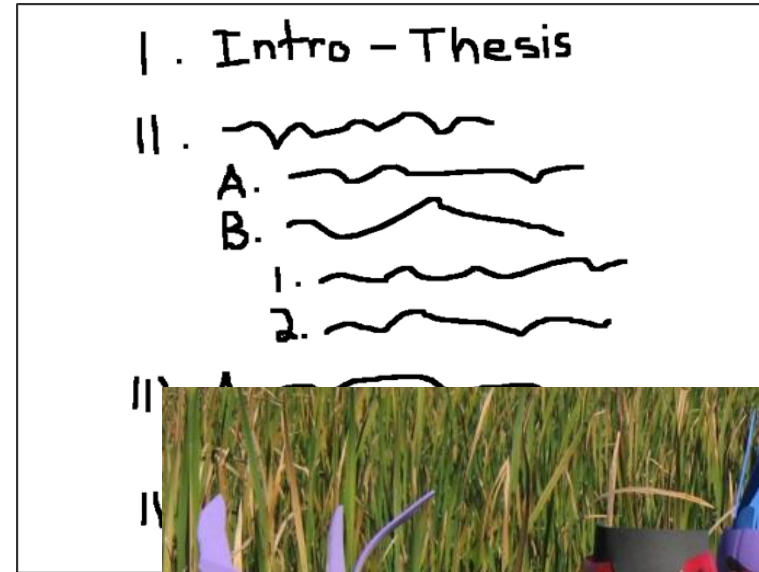
- Plan
- Design
- Deliver





# Plan

- Audience
- Aims
- Practicalities





# Do you remember....

.....you were at primary school once!



Developing brains ARE different

- Need more sleep, amazing imaginations, take more risks, less emotional understanding, no filters, limited attention span, can vary greatly in confidence

My advice

- Think about your own experiences
- Ask around, find out from family and friends what young children are interested in
- Be curious: Ask Questions: Listen and Learn





# Session Planning 1

By the end of the session what do you want your audience to.....

**Know:** about your company, your job role, skills needed etc

**Feel:** about themselves, about the future

**Do:** actions to take, things to try, skills to learn



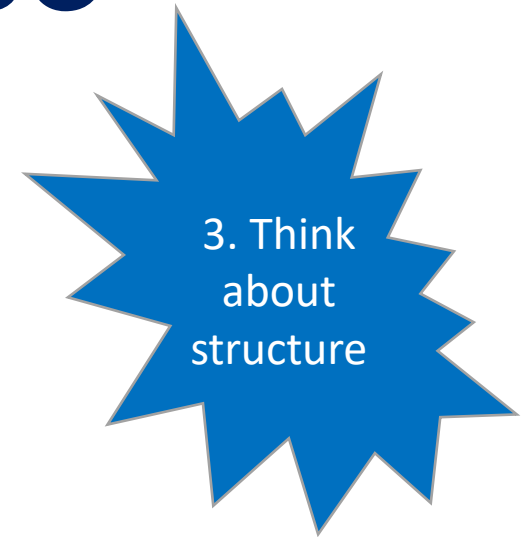
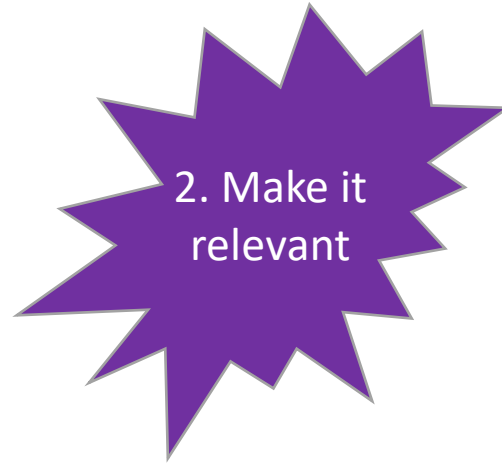
# Design

- Grab attention
- Content
- Communication





# Engaging your audience





# Session Planning 2



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# Delivery

- Get advice
- Practice
- Have fun!





# Keep it Interactive



- Mix up input, talking and doing
- Can also use video, visuals, audio
- Short sessions, bite size chunks
- Use the space to re-energise, stand up, walk around, stretch...
- 'Pair and Share' to encourage their input, small groups to large groups
- Use practical tasks to practice ideas and manage energy
- Use whiteboard, flipcharts, ask for pictures and words
- Check understanding and interest with a show of hands, move into a corner etc





# Lesson Planning Activity

TASK – in breakout groups:

- Create one section of an employer-led, 20 minute session, for a group of 5 - 6 year olds
  - The topic for the session is ‘What is a business?’
- 1) What do you want them to know, feel, do?
  - 2) Review slides and examples
  - 3) Create a plan to share details about your business



# Session Planning 3

Timing	Content	Method	Outcome	Resource
14:00	Introductions/Agenda Personal Aims and Objectives Housekeeping	Share slides Pair and Share	Shared understanding of what to expect and what others want to learn	Slide
14:10	What are interviews and how are they used?	Whole group brainstorm	Broader understanding of interviews and their value	Flipchart You tube clip from The Office
14.20	Different types of interview Overview (10 min) Task (15 min) Debrief (15 min)	Small group work on case study	More detailed understanding of what is involved and what is needed for each one	Case studies
15:00	Do's and Don'ts of interviews HR Managers share best practice examples	Guest speaker Sorting task	Clear understanding of what makes a good interview	Statement cards



# Session Planning 3

Timing	Content	Method	Outcome	Resource



# What we have covered

- Background to Bright Stars (and other relevant programmes)
- Safeguarding considerations
- Engaging with tiny people
- Session planning and delivery ideas



# Any Questions?

**For more info:**

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